

For The Love Of Primates

Executive Director / CEO

EIN 833017008
 OH · NTEE D20
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Tessa Wilde, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **414** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

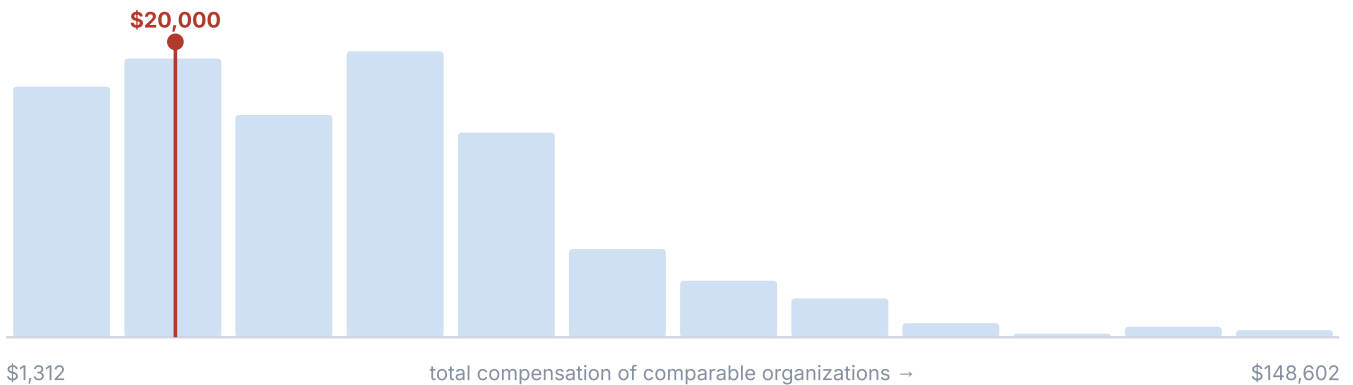
Benchmarked executive: Tessa Wilde — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$204,214 and \$457,197 — 0.67x to 1.50x the subject's \$304,798 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

414 organizations qualified on sector, size, and geography → **414** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,222	\$19,502	\$36,863	\$54,473	\$70,646	\$20,000
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to OH cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Misplaced Mutts	NC	\$305,275	Executive Di	\$41,315	\$40,305	2024
Spay Neuter Assistance Program Of North	NC	\$303,397	President	\$19,927	\$19,440	2024
Hillsborough County Pet	FL	\$303,119	Executive Director	\$77,308	\$66,801	2025
Alliance For Humane Action (Aha)	IL	\$302,982	President	\$40,560	\$38,760	2023
Mccook Humane Society Inc	NE	\$306,770	Consultant	\$19,400	\$20,282	2023
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$11,161	2023
Chicago French Bulldog Rescue Inc Nfp	IL	\$302,658	Director/president	\$30,000	\$28,669	2023
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$57,598	2023
Wellington Humane Society Inc	KS	\$301,538	Operations D	\$48,600	\$49,572	2024
Spay Montana	MT	\$301,153	Executive Director	\$50,000	\$52,390	2023
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$55,072	2024
Langlade County Humane Society Inc	WI	\$301,068	Treasurer	\$1,366	\$1,312	2025
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$36,849	2024
Puget Sound Goat Rescue And Adoption	WA	\$300,712	Executive Director	\$45,554	\$38,507	2024
Canines With A Cause	UT	\$309,181	Executive Di	\$84,984	\$84,547	2023
Crossroads Animal Shelter	MN	\$300,241	Director Of Operations	\$52,550	\$49,025	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gsd Rescue Indy Inc	IN	\$299,479	President	\$11,450	\$11,400	2024
Russell Rescue Inc	TN	\$310,926	President	\$22,998	\$22,824	2024
Showing Animals Respect & Kindness Inc	IL	\$298,523	Vp And Secretary	\$80,000	\$76,450	2023
Paws With Possibilities Pet Rescue	MO	\$298,281	President	\$17,654	\$17,654	2024
Josh And His Critters	CA	\$298,046	President	\$70,000	\$58,755	2023
Release Atlanta Inc	GA	\$311,821	Operations Manager	\$13,526	\$12,841	2024
Lamancha	PA	\$297,632	Director	\$60,000	\$56,492	2024
Almost Home Animal Rescue & Adoption Inc	NY	\$297,472	Shelter Manager/director	\$28,155	\$24,021	2024
Bark About It Rescue	PA	\$297,464	President	\$22,700	\$21,373	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to OH cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT **414** organizations. Compensation range \$1,312–\$148,602; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$304,798); for reference, expenses \$108,742 and assets \$617,151. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Tessa Wilde, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	26 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	25 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Tessa Wilde) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 414 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 26th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.